

Apprenticeships

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Apprenticeship Levy

- A payroll 'tax' for larger employers
- 0.5% of annual pay bill
- **ALL** NHS Trusts will pay the levy (Dunne 2017)
- Overall contribution of c£200m in 2017-18 from NHS
- Largest Trusts contributing c£3m



Apprenticeship myth busting

- End point assessment
- Funding bands
- Procurement and contracting
- Subcontracting



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Subcontracting

- The addition of £2500 within the nursing associate apprenticeship has raised expectations
- Money can be given back to employers via a subcontract
- The £100k rule
- Quality monitoring

Apprenticeship funding rules for training providers

August 2018 to July 2019

Version 1

This document sets out the funding rules for all training providers delivering apprenticeships from 1 August 2018 to 31 July 2019.

Using subcontractors in the delivery of apprenticeships

Policy background and examples

Recent Evidence

- Pilot study for doctoral research
- Semi-structured interviews with two key informants
- To explore attitudes towards and knowledge of apprenticeships within their organisations
- Thematic analysis of interviews

Findings

Four main themes



A growing problem or teething troubles?

- Imperfect system – Further Education model in HE
- Affordability – Education and Health Select Committees
- Funding bands
- End Point Assessment / organisations
- ‘Making it fit’

The great training robbery

Assessing the first year of the apprenticeship levy

Tom Richmond

April 2018

#reformededucation

Are apprenticeships the answer?

- In isolation – no
- Part of a multi-strategy approach
- Useful for retention of staff who might otherwise leave
- Career escalator for new staff
- Day release model common for postgraduate already
- Expansion of Higher Apprenticeships

